|  |  |  |  |
| --- | --- | --- | --- |
| Occupational Title | Occupational Level | Somewhat to very satisfied | Somewhat to very dissatisfied |
|
| CG | Staff | 55.9% | 44.1% |
| CT | Staff | 66.2% | 33.8% |
| Lead or coordinator | 64.0% | 36.0% |
| Supervisor or technical supervisor | 66.7% | 33.3% |
| HT | Staff | 61.9% | 38.1% |
| Lead or coordinator | 60.9% | 39.1% |
| Supervisor or technical supervisor | 66.7% | 33.3% |
| HTL | Staff | 60.4% | 39.6% |
| MLT/CLT | Staff | 60.8% | 39.2% |
| Lead or coordinator | 57.5% | 42.5% |
| Supervisor or technical supervisor | 54.5% | 45.5% |
| MT/MLS/CLS | Staff | 57.7% | 42.1% |
| Lead or coordinator | 62.2% | 37.3% |
| Supervisor or technical supervisor | 66.8% | 33.0% |
| Manager | 69.0% | 31.0% |
| Director | 77.5% | 22.5% |
| MB | Staff | 67.9% | 32.1% |
| PA | Staff | 64.8% | 35.2% |
| Lead or coordinator | 75.0% | 25.0% |
| PBT | Staff | **53.3%** | 46.7% |
| SBB | Lead or coordinator | **80.0%** | 20.0% |
| Supervisor or technical supervisor | 58.3% | 41.7% |
| Manager | 66.7% | 33.3% |

Table 1. Percentage of respondents by job satisfaction and occupational title and level (\*values in bold represent the highest and lowest job satisfaction). Sample size constraints prevented further analysis of job satisfaction rate for some occupational titles.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | No stress at all | A little bit of stress | A lot of stress | Not sure/Don’t know |
| CG | Staff | 7.5% | 45.3% | 47.2% | 0.0% |
| Lead or coordinator | 6.3% | 31.3% | 62.5% | 0.0% |
| Supervisor or technical supervisor | 0.0% | 33.3% | 66.7% | 0.0% |
| CT | **Staff** | **14.3%** | **45.7%** | **38.6%** | **1.4%** |
| Lead or coordinator | 12.0% | 44.0% | 44.0% | 0.0% |
| Supervisor or technical supervisor | 6.9% | 44.8% | 48.3% | 0.0% |
| HT | **Staff** | **7.5%** | **47.5%** | **45.0%** | **0.0%** |
| **Lead or coordinator** | **0.0%** | **52.2%** | **47.8%** | **0.0%** |
| **Supervisor or technical supervisor** | **0.0%** | **53.8%** | **46.2%** | **0.0%** |
| HTL | Staff | 10.9% | 43.5% | 45.7% | 0.0% |
| Lead or coordinator | 0.0% | 41.7% | 58.3% | 0.0% |
| Supervisor or technical supervisor | 0.0% | 25.0% | 75.0% | 0.0% |
| MLT/CLT | Staff | 4.8% | 44.1% | 51.1% | 0.0% |
| Lead or coordinator | 4.3% | 38.6% | 57.1% | 0.0% |
| Supervisor or technical supervisor | 0.0% | 16.7% | 83.3% | 0.0% |
| MT/MLS/CLS | Staff | 3.6% | 46.9% | 49.4% | 0.1% |
| Lead or coordinator | 1.3% | 45.2% | 53.2% | 0.3% |
| Supervisor or technical supervisor | 3.1% | 36.1% | 60.8% | 0.0% |
| Manager | 2.4% | 37.1% | 60.5% | 0.0% |
| Director | 1.2% | 30.9% | 67.9% | 0.0% |
| MB | **Staff** | **3.8%** | **50.0%** | **46.2%** | **0.0%** |
| PA | **Staff** | **1.4%** | **52.7%** | **45.9%** | **0.0%** |
| Lead or coordinator | 4.2% | 41.7% | 54.2% | 0.0% |
| PBT | Staff | 6.0% | 46.0% | 48.0% | 0.0% |
| SBB | Supervisor or technical supervisor | 0.0% | 25.0% | 75.0% | 0.0% |

Table 2. Percentage of respondents by stress and occupational title and level. Sample size constraints prevented further analysis of stress rates for some occupational levels.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Occupational Title | Occupational Level | Have you ever felt “burnout” as a laboratory professional (e.g., feeling overwhelmed, feeling emotionally exhausted, not caring about your work, feeling a low sense of value or accomplishment, etc.)? | | |
| Yes | No | Not sure/Don’t know |
| CG | Staff | 83.0% | 15.1% | 1.9% |
| Lead or coordinator | 81.3% | 18.8% | 0.0% |
| Supervisor or technical supervisor | 86.7% | 13.3% | 0.0% |
| CT | Staff | 74.0% | 19.2% | 6.8% |
| Lead or coordinator | 76.9% | 19.2% | 3.8% |
| Supervisor or technical supervisor | 79.3% | 20.7% | 0.0% |
| HT | Staff | 72.3% | 25.3% | 2.4% |
| **Lead or coordinator** | **91.3%** | **8.7%** | **0.0%** |
| Supervisor or technical supervisor | 88.5% | 11.5% | 0.0% |
| HTL | Staff | 79.2% | 20.8% | 0.0% |
| MLT/CLT | Staff | 85.5% | 12.8% | 1.7% |
| Lead or coordinator | 94.4% | 5.6% | 0.0% |
| **Supervisor or technical supervisor** | **97.2%** | **2.8%** | **0.0%** |
| MT/MLS/CLS | Staff | 85.6% | 11.8% | 2.6% |
| Lead or coordinator | 88.7% | 9.7% | 1.6% |
| Supervisor or technical supervisor | 87.1% | 11.4% | 1.5% |
| **Manager** | **88.8%** | **10.2%** | **0.9%** |
| Director | 83.3% | 15.5% | 1.2% |
| Other (please specify) | 82.8% | 17.2% | 0.0% |
| PA | Staff | 77.0% | 23.0% | 0.0% |
| **Lead or coordinator** | **91.7%** | **8.3%** | **0.0%** |
| PBT | Staff | 66.0% | 28.0% | 6.0% |

Table 3. Percentage of respondents who had experienced burnout by occupational title and level. Sample size constraints prevented further analysis of burnout rate for some occupational levels

**Additional Data**

Caregiver Role

Respondents were also asked questions about balancing their work with responsibilities as a parent or caregiver (e.g., family composition, family obligations, etc.). Results show that over three quarters of the respondents are married or have a partner, 76.7%. Those who are currently a parent or caregiver with at least one dependent, 56.9% have the following types of dependents: a spouse or partner, 44.8%; one or more children over the age of 12 years, 44.2%; one or more children between the ages of 5 and 12 years, 30.7%; one or more children under the age of 5 years, 28.8%; and one or more parents or grandparents, 22.8%.

When asked to rate how stressful some aspects of being a parent or caregiver are for the respondents, they reported that the financial costs associated with being a parent or caregiver and the logistics of managing dependent care during weekday shifts range from slightly to very stressful, while the logistics of managing dependent care during weekend or overnight shifts was slightly to not at all stressful. The logistics of finding dependent care during emergencies was reported to be very stressful.

Overall, most of the respondents reported that their program or institution has been only somewhat supportive of their family obligations, 36.4% (18.8% very supportive, 21.5% moderately supportive, 13.4% not at all supportive, and 9.9% not applicable). Those who responded that their institutions are only somewhat supportive or not at all indicated that the type of support and/or resources they desired or expected include, having an accommodating or flexible work schedule, 43.6% and time flexibility during family emergencies, 25.2%. Respondents who reported that their institutions are moderately or very supportive have allowed flexibility in work schedule when necessary, 70.4%; and their managers accommodated staffing when there was a family emergency, 29.3%.

A quarter of respondents indicated that they have sometimes foregone opportunities to attend national research meetings/conferences due to family obligations, 25.5% (22.3% never, 20.3% often, 27.6% not applicable, and 4.4% not sure/don’t know). Most also reported that their role as a parent or caregiver had no effect on their performance as a laboratory professional, 49.4%; with some reporting a slightly negative effect, 27.4% (slightly positive effect, 9.6%; major positive effect, 6.3%; major negative effect, 2.9%).

Those who reported that their role as parent or caregiver enhanced or had a positive effect on their performance as a laboratory professional indicated that it allows them to have more empathy and compassion towards patients and colleagues in the same situation, 41.5%; it encourages them to perform better at work, 22.2%; and it encourages them to be more patient at work, 11.4%. Those who reported that their role as parent or caregiver had a negative effect on their performance as a laboratory professional experience emotional and physical toll from caregiving, 17.3%; less focus on work in the lab, 15.0%; cutting back on work hours to be a caregiver, 13.5%; leaving work on short notice or coming in late, 12.0%; and additional stress, 10.6%.

Citizenship and Immigration Status

Respondents to this survey are mostly US citizen (native-born or naturalized), 97.2%.

Many of those who have a green card or visa (professional or training visa, etc.) reported that their visa/immigration status is not at all stressful, 37.8%. Those with green cards or visas reported that their visa status has not had any effect on their role as a laboratory professional, 50.0%. However, most green card and visa holders are also somewhat confident in navigating/dealing with the US immigration system 58.8% (very confident, 20.7%; moderately confident, 19.6%; not confident at all, 18.5%). When asked how much assistance their institution provided to help them deal with visa/immigration issues, the majority reported that they receive no assistance from their institution, 35.9% (a lot of assistance, 20.7%, a little bit of assistance, 14.1%; not sure/don’t know, 8.7%).

The ASCP Vacancy Surveys collect data on institutions that hire foreign nationals under the H1B visa program. Results show an uptick in these types lab professionals from 18.4% in 2016 to 20.2% in 2018.1

Reference: 1. Garcia E, Kundu I, Kelly M, Soles R. The American Society for Clinical Pathology’s 2018 Vacancy Survey of Medical Laboratories in the United States. American Journal of Clinical Pathology. 2019;152(2):155-168. doi:10.1093/ajcp/aqz046.